



Metropolitan Nashville Police Department
Administrative Services Bureau
Background & Recruitment Section
Pre – Academy Program

The Pre-Academy program consists of civilian paid positions and was created to set all new police officers up for success from the start of their career with the Metro Nashville Police Department. These positions are offered to everyone who makes it through our hiring process, is eligible to be hired, and whose start date aligns for them to be in the program at least 2 weeks prior to the academy.

In this program, pre-hires interact with officers at every level, in every type of position on the department, and in every environment which is reasonably safe. Pre-hires go on ride-a-longs, participate in community events, answer phones, and shadow detectives. They are also given material to study, so they can excel in the Academy. The same information is provided to applicants who decline the Pre-Academy program.

Pre-hires participate in a guided work-out program at the Academy four mornings during their five-day work week. The opportunity to be hired and participate in this program greatly increases the chances of success for our new hires. They are given the option of moving here and participating in our Pre-Academy program six months before an Academy session starts. This allows them adequate time to move here, settle in, learn the area, and enjoy the great city of Nashville without the stress of going immediately into the Academy. Recruiting police officers is competitive. When someone applies to be a police officer, often they have applied with several agencies. In offering the Pre – Academy program, we can hire someone before they accept a job with another agency.

If a trainee fails the academy and is recommended by academy staff to recycle, they will be placed in the next available academy class.

We want everyone who begins the Academy to be successful in their career as they serve and protect the city of Nashville.

2022	Participated in PA	Did not participate in PA
Total	120	125
Graduated	47	49
Currently in Academy	51	43
Resigned / Terminated	16	14
Recycled	5	19
Other	1	

*This data reflects those that were hired for an academy class beginning in 2022.